

CURRICULUM VITAE

SHELLEY M. FARRINGTON

AUGUST 2018

BIOGRAPHICAL INFORMATION

APPLICANT

Name: SHELLEY MAEVA FARRINGTON

Address: 10 Gerdine Street
Summerstrand
Port Elizabeth, 6001

Tel. Nr: 041- 5042203 (work)

Marital Status: Married

Dependents: Two

FULL-TIME POSITIONS HELD:

1990 – 1994: Teacher Pearson High School, Port Elizabeth
1994 – 1995: Lecturer Russell Road College, Port Elizabeth
1995 – 2009: Lecturer University of Port Elizabeth, Port Elizabeth
2010 – 2012: Senior lecturer Nelson Mandela Metropolitan University, Port Elizabeth
2013 – 2014: Associate professor Nelson Mandela Metropolitan University, Port Elizabeth
2015 – To date: Full professor Nelson Mandela University, Port Elizabeth

CURRENT POSITION

Full professor: Nelson Mandela Metropolitan University, Department of Business Management

Current responsibilities

Teaching and learning:

- Lecturer **undergraduate** Business Management 1st year module (EB121)
- Lecturer **postgraduate** Entrepreneurship Honours module (EBMN410)
- Lecturer **postgraduate** Research Honours module (EBMR410):
Questionnaire development, Quantitative analysis and reporting (3 lectures)
- Lecturer recess programmes (EB101/EB102 and Research modules)
- Moderator (several modules in the Department of Business Management)
- Module-writer and development: Business Management 1st year modules
- Module-writer and development: Entrepreneurship modules
- Presenter and Short Learning Programme development “Family business consultant” NMMU Family Business Unit.

Research:

- Supervision: Honours, Masters and PHD level
- Writing of journal articles and conference papers
- Mentoring in Faculty of Business and Economic Sciences

- Engagement:**
- Supervisory coordinator Business Management 1st year (EB121)
 - Co-coordinator Entrepreneurship Honours (EBMN 410)
 - Coordinator Recess programmes (Department of Business Management)
 - Committee: Managing member - NMMU Family Business Unit
 - Coordinator: Faculty of Business and Economic Sciences mentoring project
 - Coordinator: Business plan project

QUALIFICATIONS/CERTIFICATES/WORKSHOPS

Formal:

- 2009:** DCOM - BUSINESS MANAGEMENT, NMMU
Title of Thesis: Sibling Partnerships in South African small and medium-sized family businesses
- 1997:** MASTERS IN BUSINESS ADMINISTRATION (MBA), **Magna Cum Laude** (Grote Onderskeiding, 2nd in class of 42 students), Vlerick-Leuven School of Management, University of Ghent, Belgium
Title of Treatise: Feasibility of entering the Brussels city tours market
- 1993:** BACCALAREUS COMMERCII HONORES - BUSINESS ECONOMICS, **Cum Laude**, University of Port Elizabeth
Title of Treatise: An investigation into the perceptions and problems relating to Business Economics as a school subject
- 1989:** HIGHER DIPLOMA IN EDUCATION, **Cum Laude**, University of Port Elizabeth
- 1989:** Teachers' Bilingualism Certificate (English – E, Afrikaans – A)
- 1988:** BACCALAUREUS COMMERCII, University of Port Elizabeth, Accounting 3 (**Distinction**), Business economics 3 (**Distinction**)

Informal:

- 2018:** Structural equation modelling workshop: Presented by Department of Business Management (25th June), Prof Richard Chinomago (Wits University).
- 2018:** Advanced workshop on Qualitative Research Methodology with Atlas.ti software: Presented by NMU Research Capacity Development (2-3 June), Dr Tim Pittaway and Dr Janin van Steenkiste.
- 2018:** Moderating and mediating with MRA: Presented by Department of Business Management (25th May), Dr Gary Sharp.
- 2018:** Intermediary workshop on Qualitative Research Methodology with Atlas.ti software: Presented by NMU Research Capacity Development (18-19 May), Dr Tim Pittaway.
- 2018:** Introductory workshop on Qualitative Research Methodology with Atlas.ti software: Presented by NMU Research Capacity Development (4-5 May), Dr Tim Pittaway.
- 2017:** Use of theory in research: Presented by NMMU Research Capacity Development (October) Gina Whisker (October).

- 2017:** Faculty consortium research workshop on family business: Presented by the International Family Enterprise Research Academy (IFERA), Zadar, Croatia (29th June).
- 2017:** Moodle training: Presented by CTLM, Hermien Johannes (February).
- 2016:** STATISTICA: Presented by NMMU Mathematical Statistics Department, Johan Hugo (September).
- 2016:** Qualitative workshop: Presented by NMMU Business School, Jo Crotty SASIE Developmental workshops (April)
- 2016:** Doctoral supervision and doctorateness: Presented by NMMU Research Capacity Development (January)
- 2014:** Family business conference: Presented by the KPMG and NMMU FBU (August)
- 2014:** The business model canvas workshop: Presented by the NMMU Computer Science Department (August)
- 2014:** Writing for world class academics workshop: Presented by the NMMU Family Business Unit (June)
- 2013:** The art and craft of publishing in international A-listed journals: Presented by the NMMU Family Business Unit (September)
- 2012:** Content Analysis: Presented by NMMU Research Capacity Development (June)
- 2011:** STATISTICA: Presented by NMMU Mathematical Statistics Department (January)
- 2010:** STATISTICA: Presented by NMMU Mathematical Statistics Department (September)
- 2010:** STATISTICA: Presented by NMMU Research Capacity Development (September)
- 2010:** EBSCO host: Presented by NMMU library (May)
- 2010:** Google Scholar: Presented by NMMU library (August)
- 2010:** Article writing: Presented by Prof G Stead (March)
- 2009:** PASAL Accounting: Presented by NMMU Computer Science Department (June)
- 2009:** Structured and unstructured interviews: Presented by Prof G Stead (April)
- 2008:** Writing for Publication: Presented by Chris Kapp NMMU Research Capacity Development (October)
- 2008:** Selecting and planning articles from a thesis/dissertation: Presented by Dr Troskie-de Bruin NMMU Research Capacity Development (October)
- 2007:** Migrating to Office: Presented by NMMU Computer Science Department
- 2005:** Certificate in Tax Competence: Presented by NMMU Accounting Department

TEACHING EXPERIENCE

Institution	Modules/subjects
Nelson Mandela University (previously NMMU/University of Port Elizabeth) Lecturer (July 1995 to Date)	Lecturer – 1 st year Business Management Lecturer – Entrepreneurship undergraduate Lecturer – Entrepreneurship postgraduate Lecturer – Research postgraduate Lecturer – Recess programme 1 st year Business Lecturer – Recess programme Research

Utrecht school of Economics, Utrecht University, Utrecht, the Netherlands Guest lecturer (Nov 2000; April 2002; Jan 2003-2005)	Entrepreneurship module Module coordinator and lecturer
Russell Road College, Port Elizabeth Lecturer (July 1994 to June 1995)	Marketing N4 – N6; Statistics N5; Consumer Behavior N5; Accounting NIC – N4
Pearson High School, Port Elizabeth Teacher (January 1990 – June 1994)	<u>Subjects:</u> Business Economics, Accounting, Mathematics Typing, Computer literacy <u>Other activities:</u> Subject head: Business Economics, Standard Head: Standard 8, Business Games, Sports coaching, Water sports club, Religious Instruction, First Aid.
Iqhayiya Technical College, Port Elizabeth Part-time Lecturer (January 1994 – June 1994)	Accounting
Part-time Teacher, Commercial High School, Port Elizabeth (April – September 1989)	Typing
Accounting Tutor, University of Port Elizabeth (1988)	Accounting

LEADERSHIP POSITIONS

- 2017 – 2018:** Co-coordinator Post graduate diploma in Entrepreneurship
- 2010 – 2018:** Nelson Mandela University Family Business Unit Management Committee
- 1996 – 2017:** Coordinator Department of Business Management Recess programmes
- 2014 – 2018:** Coordinator Faculty of Business and Economic Sciences mentoring project
- 1998 – 2018:** Co-coordinator Entrepreneurship Honours (postgraduate) module
- 2014 – 2018:** Supervisory coordinator Business Management first year
- 1998 – 2014:** Coordinator Entrepreneurship undergraduate module
- 1996 – 2013:** Coordinator Business Management first year
- 2003 – 2005:** Director: Centre for Applied Business Management
- 1990 – 1994:** Liaison Teacher – Business Economics (Pearson High School)
- 1988:** Liaison Student – Business Economics (UPE)
- 1985:** Deputy Head girl – Wittedrift High School
- 1984 – 1985:** Prefect – Wittedrift High School
- 1980:** Headgirl – Plettenberg Bay Primary School

RESEARCH ACTIVITIES

International conferences – Presentations and published proceedings:

- De Villiers, L. & Farrington, S.M. 2017. *Predicting at-risk first year accounting students: The case of Nelson Mandela Metropolitan University*. SAAA/IAAER/AAFA International conference, Champagne Sport Resort, Central Drakensberg, South Africa, June. **(Nominated for BEST PAPER AWARD in the Accounting Education discipline)**.
- Lillah, R., Farrington, S.M. and Hlongwana, N. 2016. *The influence of ethical leadership on job satisfaction: The case of healthcare practitioners*. The 10th International Business Conference (IBC), Langebaan, South Africa, 25th – 28th September. **(Won the PAPER AWARD)**
- Venter, E. and Farrington, S.M. 2016. *The multidimensional nature of family business performance outcomes: Evidence from a South African family business*. The 10th International Business Conference (IBC), Langebaan, South Africa, 25th – 28th September. **(Second runner up BEST PAPER AWARD)**
- Farrington, S.M., Scheepers, J. and Venter, E. 2015. *Exploring perceptions of business success: Family versus non-family owners*. 29th Annual Conference of the Australian and New Zealand Academy of Management, Queenstown, New Zealand, 2nd – 4th December.
- Farrington, S.M. and Saunders, S. 2015. *The influence of authentic leadership on the financial performance of SMEs*. The 9th International Business Conference (IBC), Victoria Falls, Zambia, 20th – 23rd September. **(First runner up BEST PAPER AWARD)**
- Scheepers, J., Farrington, S. M., Venter, E. and Saunders, S. 2015. *Age and perceptions of success among family business owners in the Eastern Cape Province*. The 9th International Business Conference (IBC), Victoria Falls, Zambia, 20th – 23rd September.
- Kupangwa, W., Lillah, R. and Farrington, S. M. 2015. *The influence of selected demographic variables on contemporary leadership styles*. The 9th International Business Conference (IBC), Victoria Falls, Zambia, 20th – 23rd September.
- Goliath, J.E., Farrington, S.M. and Saunders, S.B. 2014. *Using word associations to assess small business owner perceptions of an entrepreneur*. The 8th International Business Conference (IBC), Swakopmund, Namibia, 19-21 August. **(First runner up BEST PAPER AWARD)**
- Farrington, S. M., Venter, E., Mataboee, M. and Sharp, G. 2013. *Investigating the influence of selected rewards on the job satisfaction and organizational commitment levels of non-family employees working in family businesses*. The 7th International Business Conference (IBC), Le-Meridien Barbarons, Mahé, Seychelles, 2-5 September. **(Second runner up BEST PAPER AWARD)**

- Van der Merwe, Farrington, S.M. and Venter, E. 2013. *The influence of family relationships on the future continuity of family businesses*. The 7th International Business Conference (IBC), Le-Meridien Barbarons, Mahē, Seychelles, 2-5 September. **(First runner up BEST PAPER AWARD)**
- Farrington, S.M. and Matchaba-Hove, T.M. 2013. *Entrepreneurial orientation and family business success: An exploratory study*. The 7th International Business Conference (IBC), Le-Meridien Barbarons, Mahē, Seychelles, 2-5 September.
- Farrington, S.M., Gray, B. and Oosthuizen, N. 2012. *Psychosocial experiences of small-business ownership: The impact on future intentions and commitment*. The 6th International Business Conference (IBC), Leisure Lodge Resort, Mombasa, Kenya, 27-31 August.
- Farrington, S. M. Venter, D. and Neethling, A. 2011. *Investigating the entrepreneurial attributes of undergraduate business students at selected tertiary institutions in South Africa*. The 5th Annual IBC conference, Mauritius, 26-30th September.
- Farrington, S. M., Venter, E. and Mataboee, M. 2011. *Relational-based factors influencing satisfaction and commitment levels of non-family employees in family businesses: Proposing a model and measure*. The 5th Annual IBC conference, Mauritius, 26-30th September 2011.
- Van der Merwe, S. Venter, E. and Farrington, S.M. 2011. *An assessment of selected family business values in small and medium-sized family businesses*. The 11th Annual IFERA Family business conference, Palermo Sicily, 28th June – 1st July.
- Venter, E., Farrington, S.M., Master, I. A. and van Helvert, J. 2011. *Selected relational-based factors that impact on the successful functioning of copreneurial businesses: A comparison between the Netherlands and South Africa*. The 11th Annual IFERA Family business conference, Palermo Sicily, 28th June – 1st July. **Won the BEST PAPER AWARD.**
- Venter, E. and Farrington, S. M. 2011. *Impact of selected stakeholders on family business success*. The 11th Annual IFERA Family business conference, Palermo Sicily, 28th June – 1st July.
- Farrington, S. M., Venter, E. and Mataboee, M. 2011. *Retaining and Motivating non-family employees in family businesses: Developing a proposed model and measuring instrument focusing on relational-based factors*. The 11th Annual IFERA Family business conference, Palermo Sicily, 28th June – 1st July.
- Gray, B., Farrington, S. M., and Sharp, G. 2010. *Applying the theory of planned behaviour to entrepreneurial intention*. The 4th International Business Conference (IBC), Zambia, Victoria Falls, 12-14 October.
- Venter, E. and Farrington, S.M. 2009. *Selected relational-based factors that impact on the successful functioning of copreneurial businesses: A proposed conceptual model*. The 9th Annual IFERA World Family Business Conference, Cyprus, 24-27 June. **Nominated for the BEST PAPER AWARD.**
- Farrington, S.M. and Venter, E. 2009. *Factors contributing to successful Sibling Partnerships among family businesses*. The 9th Annual IFERA World Family Business Conference, Cyprus, 24-27 June.
- Van Eeden, S.M. and Venter, E. 2006. *Sibling Partnerships – A proposed theoretical model*. The 51st International Council for Small Business World Conference, Melbourne, Australia, 18-21 June.

- Van Eeden, S.M. and Venter, E. 2006. *An exploratory investigation into the importance placed on selected goals by Small Businesses*. The 51st International Council for Small Business World Conference, Melbourne, Australia, 18-21 June.
- Venter, E., Van Eeden, S., King, T. and Sharp, G. 2004. *An investigation into the managerial competencies required for small business success*. The 49th International Council for Small Business World Conference, Johannesburg, South Africa, 21-23 June.
- Van Eeden, S., Rakhudu, M., Sharp, G. and Viviers, S. 2004. *Access to finance - A small business constraint*. The 49th International Council for Small Business World Conference, Johannesburg, South Africa, 21-23 June.
- Van Eeden, S.M., Louw, L., Venter, D.J.L., Matser, I., Shrage, C. 2004. *Entrepreneurial traits of undergraduate commerce students: An International Comparison*. The 49th International Council for Small Business World Conference, Johannesburg, South Africa, 21-23 June. [Online] Available: <http://www.sbaer.uca.edu/research/icsb/2004/paper102.pdf>.
- Van Eeden, S. Rootman, C. and Tait, M. 2004. *Identifying important variables in the service delivery of accountants to small businesses: An exploratory investigation*. Global Business and Technology Association (GBATA) International Conference, Cape Town, South Africa, 8-12 June.
- Van Eeden, SM, Venter, E, Sharp, and Taylor, G. 2003. *An exploratory study into perspectives on HIV/AIDS, among small businesses*. The 48th International Council for Small Business World Conference, Belfast, Ireland. 15-18 June.
- Van Eeden, SM. Venter, E. And Venter, D. 2002. *An exploratory study into the perceptions and understanding of entrepreneurship among students of social sciences*. International Academy of African Business and Development, 3rd Annual International Conference, University of Port Elizabeth, Port Elizabeth, 3-6 April.
- Van Eeden, Tait, M. and Tait, M. 2002. *The influence of selected factors on perceptions of the general public regarding services provided by medical practitioners*. International Academy of African Business and Development, 3rd Annual International Conference, University of Port Elizabeth, Port Elizabeth, 3-6 April.
- Van Eeden, SM and Viviers, S. 2002. *Access to finance among small businesses: An overview of current opinion*. International Academy of African Business and Development, 3rd Annual International Conference, University of Port Elizabeth, Port Elizabeth, 3-6 April.
- Van Eeden, S.M. Venter, E and Venter, D. 2002. *The use of selected sources of non-financial assistance for small businesses: A South African perspective*. The 47th International Council for Small Business World Conference, San Juan, Puerto Rico, 16-19 June.
- Van Eeden, S.M. and Viviers, S. 2001. *Identifying small business problems in the South African context for proactive entrepreneurial education*. IntEnt2001 Conference, Kruger National Park, South Africa, 1-4 July. **2nd ranked best ACADEMIC PAPER AWARD.**
- Van Eeden, S.M. and Viviers, S. 2001. *An exploratory study into selected problems encountered by small business in the South African context*. The 46th International Council for Small Business World Conference, Taipei, Taiwan, 17-20 June.

- Van Eeden, S.M., Tait, M. and Venter, E. 2000. *The influence of economic, political and international macro-environmental factors on small business success: perceptions of selected small businesses in South Africa*. International Academy of African Business and Development Conference, Atlantic City, New Jersey, 11 – 14 April.
- Van Eeden, S.M., Louw, L., Bosch, J.K. and Venter D. 2000. *Entrepreneurial traits of undergraduate students at selected tertiary institutions in South Africa*. The 45th International Council for Small Business World Conference, Brisbane, Australia, 7 – 10 June.
- Van Eeden, S.M., Tait, M., and Tait, M. 2000. *An exploratory study on the perceptions of previously disadvantaged first year learners of law, regarding university education: A South African perspective*. SLSA International conference, Belfast, Ireland, April.
- Van Eeden, S.M, Tait, M, and Tait M. 1999. *The influence of selected factors on the perceptions of managers of medium business firms regarding firms of attorneys*. The 8th Biennial World Marketing Conference, Qwara, Malta, 22-27 June.

National conferences – Presentations and published proceedings:

- (Submitted) Scheepers, J., Farrington, S.M. and Venter, E. 2018. *Interpretations of business success: Perspectives of South African small business owners*. 30th Annual Conference of the Southern African Institute for Management Scientists, Department of Marketing, Stellenbosch University, Stellenbosch.
- Farrington, S.M., Venter, E. and Richardson, B. 2017. *Stakeholder perceptions and the use of “family” in selected marketing and branding practices of family SMEs*. 29th Annual Conference of the Southern African Institute for Management Scientists, School of Management Studies, University of Bloemfontein, Bloemfontein, 10th – 12th September. [Online] Available: http://www.saibw.co.za/docs/SAIMS_Conference_proceedings_2017.pdf
- Venter, E., Farrington, S.M. and Richardson B. 2017. *Selected demographic variables and the marketing and branding practices of family SMEs*. 29th Annual Conference of the Southern African Institute for Management Scientists, School of Management Studies, University of Bloemfontein, Bloemfontein, 10th – 12th September. [Online] Available: http://www.saibw.co.za/docs/SAIMS_Conference_proceedings_2017.pdf
- Farrington, S.M. and Jappie, A-G. 2016. *The field of Family Business Research in South Africa. The Who, What and How?* 28th Annual Conference of the Southern African Institute for Management Scientists, School of Management Studies, University of Pretoria, Pretoria, 4th – 7th September. [Online] Available: http://www.up.ac.za/media/shared/643/ZP_Files/2016/Papers/sme3_full.zp97888.pdf **(Won The Best Overview of Extant Literature)**
- Farrington, S.M. and E. Venter. 2016. *In search of entrepreneurially-orientated strategies adopted by a successful South African family business* 28th Annual Conference of the Southern African Institute for Management Scientists, School of Management Studies, University of Pretoria, Pretoria, 4th – 7th September. [Online] Available: http://www.up.ac.za/media/shared/643/ZP_Files/2016/Papers/sme13_full.zp97900.pdf
- Farrington, S.M. and Saunders, S. 2015. *Authentic leaders and employee outcomes: An SME perspective*. 27th Annual Conference of the Southern African Institute for Management Scientists, School of Management Studies, University of Cape Town, Cape Town, 30th August -2

September. [Online] Available:
http://www.saibw.co.za/docs/SAIMS_Conference_proceedings_2015.pdf

Kupangwa, W., Farrington, S.M. and Lillah, R. 2015. *The influence of contemporary leadership styles on the job satisfaction and organisational commitment of SME employees*. 27th Annual Conference of the Southern African Institute for Management Scientists, School of Management Studies, University of Cape Town, Cape Town, 30th August -2 September. [Online] Available:
http://www.saibw.co.za/docs/SAIMS_Conference_proceedings_2015.pdf

Scheepers, J., Farrington, S.M. and Venter, E. 2015. *Perceptions of success among family business owners: Does gender matter?* 27th Annual Conference of the Southern African Institute for Management Scientists, School of Management Studies, University of Cape Town, Cape Town, 30th August -2 September. [Online] Available:
http://www.saibw.co.za/docs/SAIMS_Conference_proceedings_2015.pdf

Venter, E. and Farrington, S.M. 2015. *The relationship between ethical leadership and business performance of family businesses*. 27th Annual Conference of the Southern African Institute for Management Scientists, School of Management Studies, University of Cape Town, Cape Town, 30th August -2 September. [Online] Available:
http://www.saibw.co.za/docs/SAIMS_Conference_proceedings_2015.pdf **(Nominated for BEST PAPER AWARD)**

Farrington, S.M. and Venter, E. 2014. *The relationship between goal achievement and perceptions of success in family businesses*. 26th Annual Conference of the Southern African Institute for Management Scientists, Department of Business Management, University of Johannesburg, Riverside Sun Resort, Vanderbijlpark, 14-17 September. [Online] Available:
<http://www.saibw.co.za/docs/Proceedings%20SAIMS2014.pdf>

Venter, E. Farrington, S.M., Scheepers, J. and De Lange J. 2014. *The relationship between goal achievement and the job satisfaction of small and medium-sized business owner-managers*. 26th Annual Conference of the Southern African Institute for Management Scientists, Department of Business Management, University of Johannesburg, Riverside Sun Resort, Vanderbijlpark, 14-17 September. [Online] Available:
<http://www.saibw.co.za/docs/Proceedings%20SAIMS2014.pdf> **Won the BEST PAPER AWARD.**

Goliath, J.E., Farrington, S.M. and Saunders, S.B. 2014. *Establishing student perceptions of an entrepreneur using word associations: A gender and ethnicity perspective*. 26th Annual Conference of the Southern African Institute for Management Scientists, Department of Business Management, University of Johannesburg, Riverside Sun Resort, Vanderbijlpark, 14-17 September. [Online] Available: <http://www.saibw.co.za/docs/Proceedings%20SAIMS2014.pdf>

Venter, E. and Farrington, S. 2013. *The relationship between entrepreneurial intention and entrepreneurial education among students at a higher educational institution in SA: An exploratory study*. 25th Annual Conference of the Southern African Institute for Management Scientists, School of Business Management, North-West University, Potchefstroom, 15-17 September. [Online] Available:
<https://drive.google.com/file/d/0ByHhOchO76WUMFdENmMwb0F1cVU/view>

Matchaba-Hove, T.M., Farrington, S.M. and Sharp, G 2013. *The influence of selected demographic variables on entrepreneurial orientation*. 25th Annual Conference of the Southern African Institute for Management Scientists, School of Business Management, North-West University, Potchefstroom, 15-17 September. [Online] Available:
<https://drive.google.com/file/d/0ByHhOchO76WUMFdENmMwb0F1cVU/view>

- Saunders, S.B. and Farrington, S.M. 2013. *Assessing the entrepreneurial attributes of undergraduate business students at the NMMU*. 25th Annual Conference of the Southern African Institute for Management Scientists, School of Business Management, North-West University, Potchefstroom, 15-17 September. [Online] Available: <https://drive.google.com/file/d/0ByHhOchO76WUMFdENmMwb0F1cVU/view>
- Farrington, S.M., Gongxeka, V. and Sharp, G. 2012. *Employee perceptions of self-employment*. The 24th Annual Conference of the Southern African Institute for Management Sciences, University of Stellenbosch, 9-11 September. [Online] Available: http://www.saibw.co.za/docs/SAIMS_Conference_proceedings_2012.pdf
- Venter, E., Farrington, S.M. and Letele-Mataboee, J. 2012. *Selected organisational-based factors influencing the satisfaction and commitment levels of non-family employees in family businesses*. The 24th Annual Conference of the Southern African Institute for Management Sciences, University of Stellenbosch, 9-11 September. [Online] Available: http://www.saibw.co.za/docs/SAIMS_Conference_proceedings_2012.pdf
- Van der Merwe, S. Venter, E. and Farrington, S.M. 2012. *Relation-based factors influencing the perceived success of intergenerational family businesses*. The 24th Annual Conference of the Southern African Institute for Management Sciences, University of Stellenbosch, 9-11 September. [Online] Available: http://www.saibw.co.za/docs/SAIMS_Conference_proceedings_2012.pdf **Won the BEST PAPER AWARD.**
- Van der Merwe, S.M., Farrington, S.M. and Venter, E. 2011. *The influence of selected organisational-based factors on the perceived future continuity of intergenerational family businesses*. The 23rd Annual Conference of the Southern African Institute for Management Sciences, Kwazulu Natal University, Durban, 12-14 September. [Online] Available: <http://www.saibw.co.za/docs/2011ConferenceProceedings.pdf>
- Venter, E., Farrington, S.M. and Van der Merwe, S. 2011. *Impact of selected stakeholders on family business success*. The 23rd Annual Conference of the Southern African Institute for Management Sciences, Kwazulu Natal University, Durban, 12-14 September. [Online] Available: <http://www.saibw.co.za/docs/2011ConferenceProceedings.pdf>
- Farrington, S.M. and Matchaba-Hove, T.M. 2011. *The influence of entrepreneurial orientation on small business success*. The 23rd Annual Conference of the Southern African Institute for Management Sciences, Kwazulu Natal University, Durban, 12-14 September. [Online] Available: <http://www.saibw.co.za/docs/2011ConferenceProceedings.pdf>
- Farrington, S.M. Louw, M. and Venter, D. 2011. *Entrepreneurial attributes of South African students: Demographic perspectives*. The 23rd Annual Conference of the Southern African Institute for Management Sciences, Kwazulu Natal University, Durban, 12-14 September. [Online] Available: <http://www.saibw.co.za/docs/2011ConferenceProceedings.pdf>
- Farrington, S. M., Venter, E. and Boshoff, H.C. 2010. *An investigation into the team input factors influencing the success of family businesses*. The 22th Annual Conference of the Southern African Institute for Management Sciences, Rhodes University, Mpekweni Beach Resort, 12-15 September. [Online] Available: http://www.saibw.co.za/docs/SAIMS_2010_Conference_proceedings.pdf **Won the BEST PAPER AWARD.**

- Eybers, C., Farrington, S. M., Venter, E. and Boshoff, H.C. 2010. *The influence of selected demographic variables on the success of copreneurships*. The 22th Annual Conference of the Southern African Institute for Management Sciences, Rhodes University, Mpekweni Beach Resort, 12-15 September. [Online] Available: http://www.saibw.co.za/docs/SAIMS_2010_Conference_proceedings.pdf
- Venter, E., Farrington, S. M. and Finckestein C. 2010. *An exploratory study of the factors influencing non-family employee commitment to the family business*. The 22th Annual Conference of the Southern African Institute for Management Sciences, Rhodes University, Mpekweni Beach Resort, 12-15 September. [Online] Available: http://www.saibw.co.za/docs/SAIMS_2010_Conference_proceedings.pdf
- Farrington, S. M., Venter, E. and Boshoff, H.C. 2009. *The influence of family member and business attributes on the success of sibling-owned family businesses*. The 21th Annual Conference of the Southern African Institute for Management Sciences, Nelson Mandela Metropolitan University, Port Elizabeth, 13-16 September.
- Farrington, S. M., Venter, E., Eybers, C, and Boshoff, H.C. 2009. *Copreneurial business in South Africa: Factors influencing success*. The 21th Annual Conference of the Southern African Institute for Management Sciences, Nelson Mandela Metropolitan University, Port Elizabeth, 13-16 September. **Won the BEST PAPER AWARD.**
- Farrington, S. M., Gray, B. and Sharp, G. 2009. *Perceptions of an Entrepreneurial career*. The 21th Annual Conference of the Southern African Institute for Management Sciences, Nelson Mandela Metropolitan University, Port Elizabeth, 13-16 September.
- Venter, E., Farrington, S.M. and Sharp, G. 2008. *The relational-based factors that impact on the successful functioning of copreneurial businesses: a proposed model*. The 20th Annual Conference of the Southern African Institute for Management Sciences, University of Pretoria, Misty Hills Hotel and Conference Centre, Muldersdrift, Johannesburg, 14-17 September.
- Van Eeden, SM. and Venter, E. 2007. *The growing importance of sibling partnerships as leadership structures in small and medium sized family businesses*. The 19th Annual Conference of the Southern African Institute for Management Scientists Conference, University of Johannesburg, Johannesburg. 19-21 September.
- Van Eeden, SM., Venter, E., Sharp, G. and Sheppard J. 2005. *An investigation into the factors that influence the use of E-commerce among small businesses*. The 17th Annual Conference of the Southern African Institute of Management Scientists Conference, University of the Free State, Bloemfontein. ISBN 0-86886-696-2. CD-ROM. September.
- Van Eeden, SM., Rootman, C., Sharp, G. and van der Merwe, K. 2005. *The human resources problems experienced by small businesses: An exploratory study*. The 17th Annual Conference of the Southern African Institute of Management Scientists Conference, University of the Free State, Bloemfontein. ISBN 0-86886-696-2. CD-ROM. September.
- Van Eeden, S.M., Tait, M. and Venter, E. 1999. *The perceived of influence of socio-demographic and technological macro-environmental variables on small business in the Port Elizabeth/Uitenhage metropole*. The 11th Annual Conference of the Southern African Institute for Management Scientists, University of Stellenbosch, Stellenbosch, 15 - 17 September.

Van Eeden, S.M. and Tait, M. 1997. *Small businesses in the Port Elizabeth metropole – Some empirical findings*. The 10th Annual Conference of South African Entrepreneurship and Small Business Association (SAESBA), Zimbabwe 27 – 29 April.

Other conference presentations/addresses (Not in proceedings)

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Baily, L., Saunders, S. and Wood, G. 2011. *The entrepreneurial attributes of undergraduate business students at selected tertiary institutions in South Africa*. Study leader: Dr S. Farrington. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.

Scholl, P. 2010. *Working in a family business: Perceptions of non-family employees*. Study leader: Dr S. Farrington. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.

- Hill, H.C. 2010. *Statutory requirements pertaining to the startup of a business in Nelson Mandela Bay*. Study leader: Dr S. Farrington. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Rushwaya, R.C. 2010. *Investigating the establishment of a Bed and Breakfast in the Nelson Mandela Bay*. Study leader: Dr S. Farrington. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Letsididi, Z. 2010. *The nature and importance of business plans among SMMEs A case study perspective*. Study leader: Dr S. Farrington. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Noruka, N. 2009. *Investigating the fundamental management skills of small business owners in Nelson Mandela Bay*. Study leaders: Ms B Gray and Dr S. Farrington. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Baxter, L. 2009. *The influence of relational-based factors on the perceived success of copreneurial businesses*. Port Elizabeth: Study leaders: Van Eeden, S.M. and Venter, E. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Eybers, C. 2009. *The organizational-based factors that influence the perceived success of copreneurs in South Africa*. Study leaders: Venter, E and Farrington, S. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Gongxeka, V. 2009. *Entrepreneurial perceptions of first year students*. Study leaders: Farrington, S and Krüger, J. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Mamtani, D. 2008. *Financial management in small civil engineering businesses – A case study perspective*. Study leader: Van Eeden, S.M. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Demeyer, E. 2008. *An investigation into the cash flow management of small businesses – A case study perspective*. Study leader: Van Eeden, S.M. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Day, R. 2007. *An exploratory study into the perspectives of access to finance among SME's: A supply side investigation*. Study leaders: Van Eeden, S.M. and Palfarman, J. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Van Stormbroek, C. 2007. *Sibling Partnerships in SME's – a Case study*. Study leader: Van Eeden, S.M. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Cowie, L. 2007. *An investigation into management teams among SME's*. Study leader: Van Eeden, S.M. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Johnson, P. 2006. *An exploratory investigation into the importance placed on selected goals by Small Businesses*. Study leader: Van Eeden, S. Unpublished Honours Treatise. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Sheppard, J. 2005. *Factors influencing the use of IT among small businesses*. Study leader: Van Eeden, S.M. Unpublished Honours Treatise: University of Port Elizabeth.

- Tubela, T. 2005. *Entrepreneurial traits of Bed and Breakfast owners in the Eastern Cape*. Study leader: Van Eeden, S.M. Unpublished Honours Treatise: University of Port Elizabeth.
- Van der Merwe, K. 2004. *Human Resources issues among Small Businesses*. Unpublished Honours Treatise: University of Port Elizabeth. Study leader: Van Eeden, S.M. Unpublished Honours Treatise: University of Port Elizabeth.
- Rakhudu, M.P. 2004. *An exploratory study into the perspectives of access to finance among small businesses in the NMMM*. Study leaders: Van Eeden, S.M. and Viviers, S. Unpublished Honours Treatise: University of Port Elizabeth.
- King, T. 2004. *An investigation into the managerial competencies required for small business success*. Study leader: Van Eeden, S.M. Unpublished Honours Treatise: University of Port Elizabeth.
- Mzileni, A. 2004. *An investigation into the skills needs of micro entrepreneurs in two townships in the NMMM*. Study leaders: Van Eeden, S.M. and Viviers S. Unpublished Honours Treatise: University of Port Elizabeth.
- Williams, C. 2004. *Identifying important variables in the service delivery of accountants to small businesses*. Study leaders: Van Eeden, S.M. and Tait, M. Unpublished Honours Treatise: University of Port Elizabeth.
- Larter, M. 2003. *A study into the areas of conflict within family businesses in the Queenstown and surrounding border areas*. Study leaders: Venter E. and Van Eeden, S.M. Unpublished Honours Treatise: University of Port Elizabeth.
- Taylor, G. 2003. *An exploratory study into perspectives on HIV/AIDS, among small businesses in the Nelson Mandela Metropole*. Study leader: Van Eeden, S.M. Unpublished Honours Treatise: University of Port Elizabeth.
- Lamont, T. 2001. *A study in the export success factors among small and medium enterprise in Port Elizabeth*. Study leaders: Van Eeden, S.M. and Venter. E. Unpublished Honours Treatise: University of Port Elizabeth.

Masters dissertations:

- (Candidate) Tyamko, L. (211129739). *Context and the entrepreneurial orientation of South African family businesses*. Supervisor: Prof E Venter; Co-supervisor: Prof S.M. Farrington. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University.
- (Candidate) Izaks, R. (218156936). *Familiness resource pools: A comparative study in the motor vehicle industry*. Supervisor: Prof E Venter; Co-supervisor: Prof S.M. Farrington. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University.
- (Candidate) Campodonico, M. (207028128). *The influence of psychological well-being on entrepreneurial intentions*. Study leader: Prof S.M Farrington. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University.
- De Villiers, L. (192028700). 2017. *Exploring the identification and monitoring of first year accounting 'at risk' student*. Supervisor: Prof S.M. Farrington; Co-supervisor: Prof A. Singleton. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University. Awarded Cum Laude

- Richardson, B. (212217062). 2017. *The relationship between family business branding and perceived financial performance of small and medium-sized family businesses in the Eastern Cape*. Supervisor: Prof E Venter; Co-supervisor: Prof S.M. Farrington. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University. Awarded Cum Laude
- Carelsen, M. (208092132). 2016. *Measures of success in small and medium-sized family and non-family owned businesses in the Eastern Cape*. Supervisor: Prof E Venter; Co-supervisor: Prof S.M. Farrington. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University. Awarded Cum Laude
- Hlongwane, N. (214288706). 2016. *Ethical and servant leadership among self-employed healthcare practitioners*. Supervisor: Dr R Lillah; Co-supervisor: Prof S.M. Farrington. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University.
- De Witt, A. (210037504). 2015. *Leadership styles in family businesses*. Supervisor: Prof E Venter; Co-supervisor: Prof S.M. Farrington. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University. Awarded Cum Laude
- Kupangwa, W. (210155310). 2015. *The influence of leadership styles on the job satisfaction and organisational commitment of employees in SMEs*. Supervisor: Mr R. Lillah; Co-supervisor: Prof S.M. Farrington. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University. Awarded Cum Laude
- Silwana, H.Z. (207067483). 2015. *The influence of people-centered leadership styles on owner job satisfaction and financial performance: An SME perspective*. Supervisor: Prof S.M. Farrington; Co-supervisor: Mr R. Lillah. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Klee, R. (209033115). 2015. *The influence of family business resources on transgenerational success*. Supervisor: Prof E Venter; Co-supervisor: Prof S.M. Farrington. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University. Awarded Cum Laude
- Scheepers, J. (210212691). 2015. *The meaning of success: Perspectives of family business owners using word associations*. Supervisor: Prof S.M. Farrington; Co-supervisor: Prof E Venter. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University. Awarded Cum Laude
- Goliath, J.E. (208027264) 2014. *Establishing the perceptions of an entrepreneur using word associations*. Supervisor: Prof S.M. Farrington. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University. Awarded Cum Laude.
- Saunders, S.B. 2013. *Assessing the entrepreneurial attributes of undergraduate Business Students at Nelson Mandela Metropolitan University*. Supervisor: Dr S.M. Farrington. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University. Awarded Cum Laude.
- Matchaba-Hove, M.T.M 2013. *The entrepreneurial orientation of small businesses in the Eastern Cape*. Supervisor: Dr S.M. Farrington. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University.
- Letele-Mataboee, M.J. 2012. *An investigation into the factors influencing the levels of job satisfaction and organizational commitment of non-family employees working in family businesses*. Supervisor: Dr S.M. Farrington; Co-supervisor Prof E Venter. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University. Awarded Cum Laude.
- Gongxeka, V. 2012. *Employee perceptions of self-employment*. Supervisor: Dr S.M. Farrington. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University.

Eybers, C. 2010. *Copreneurships in South African small and medium-sized family businesses*. Supervisor: Prof E Venter; Co-supervisor: Dr S Farrington. Unpublished Masters Dissertation. Port Elizabeth: The Nelson Mandela Metropolitan University. Awarded Cum Laude.

MBA treatise:

Dhooghe, G. and Van Dyck, P. 2005. *Optimising the structure of an industrial textiles group: fiscal, financial and organizational implications*. Unpublished MBA treatise: Vlerick Leuven Gent Management School (Belgium). Co-supervisors: Ms S.M. van Eeden and S. Viviers (NMMU) and Prof A. Vereecke (Vlerick-Leuven-Gent Management School).

Depré, E. and Deprez, B. 2004. *Feasibility study and scenario planning in a mature textile industry*. Unpublished MBA treatise: Vlerick Leuven Gent Management School (Belgium). Co-supervisors: Ms S.M. van Eeden and S. Viviers (NMMU) and Prof A. Vereecke (Vlerick-Leuven-Gent Management School).

De Vicq, C. and De Waele, B. 2003. *Improving efficiency at a Uitenhage trim plant*. Unpublished MBA treatise: Vlerick Leuven Gent Management School (Belgium). Co-supervisors: Ms S.M. van Eeden and S. Viviers (NMMU) and Prof A. Vereecke (Vlerick-Leuven-Gent Management School).

Vanderpoel, L. and Vloeberghs, S. 2003. *An engaged university: a strategic partnership between a university and its community*. A feasibility study for the University of Port Elizabeth and the Nelson Mandela Metropole. Unpublished MBA treatise: Vlerick Leuven Gent Management School (Belgium). Co-supervisors: Ms S.M. van Eeden and S. Viviers (NMMU) and Prof A. Vereecke (Vlerick-Leuven-Gent Management School).

Dom, G. and Ulens, J. 2001. *Feasibility study of the urea production in South Africa*. Unpublished MBA treatise: Vlerick Leuven Gent Management School (Belgium). Co-supervisors: Ms S.M. van Eeden and S. Viviers (NMMU) and Prof A. Vereecke (Vlerick-Leuven-Gent Management School).

De Somere, P. and Teerlynck, A. 2001. *Business analysis of a pharmaceutical organisation*. Co-supervisors: Ms S.M. van Eeden (UPE) and Prof A. Vereecke (Vlerick-Leuven-Gent Management School).

Doctoral thesis:

(Candidate) Sewanyana, J. (216350026). *A framework for ensuring transgenerational entrepreneurship in family businesses in Uganda*. Supervisors: Prof E. Venter; Prof SM Farrington. Unpublished Doctoral Thesis. Port Elizabeth: The Nelson Mandela University.

(Candidate) Matchaba-Hove, MTM. (206024886). *Developing a framework for enhancing the transgenerational potential of small and medium-sized family businesses in South Africa*. Supervisors: Prof SM Farrington; Prof E. Venter. Unpublished Doctoral Thesis. Port Elizabeth: The Nelson Mandela Metropolitan University.

(Candidate) Saunders, S.B. (207011567). *The influence of South African parental role models on the next generations intentions to take over the family business*. Supervisors: Prof SM Farrington; Prof E. Venter. Unpublished Doctoral Thesis. Port Elizabeth: The Nelson Mandela Metropolitan University.

(Candidate) Palframan, J.B. (187090750). *Perceptions of value creation: A framework for the financial planning industry*. Supervisors: Prof E. Venter; Prof SM Farrington. Unpublished Doctoral Thesis. Port Elizabeth: The Nelson Mandela Metropolitan University.

(Candidate) Scheepers, J. (210212691). *The role of social responsibility on the transgenerational success of family businesses in South Africa*. Supervisors: Prof E. Venter; Prof SM Farrington. Unpublished Doctoral Thesis. Port Elizabeth: The Nelson Mandela Metropolitan University.

(Candidate) Kupanga, W. (210155310). *The role of values in the trans-generational success of indigenous South African family businesses*. Supervisors: Prof SM Farrington; Prof E Venter. Unpublished Doctoral Thesis. Port Elizabeth: The Nelson Mandela Metropolitan University.

OTHER ACADEMIC ACTIVITIES

Teaching and learning:

Teaching:

- Presenter Short Learning Programme “Family business consultant”– NMMU Family Business Unit. November **2010**, March **2012**.
- Guest lecturer – Rhodes University postgraduate research students – The research process: A practical example (12 February **2009**; 4 February **2010**; 9 February **2011**).
- Guest Lecturer – Utrecht University – Fundamentals of Business Economics Masters students (Family business and Social Entrepreneurship) – 20th -28th June **2011**.
- Guest lecturer – Program **presenter and coordinator**: The Entrepreneur – Utrecht University, the Netherlands **2000 - 2005**. (See under teaching experience).
- Facilitator: Entrepreneurship module – Potchefstroom University MBA program – **1999, 2000, 2001, 2002**.

Teacher mentoring:

- Mentoring of junior lecturer for NMMU CTLM – J Goliath **2013**.
- Mentoring of junior lecturer for NMMU CTLM – S Saunders **2013**.

Examiner and moderator:

- Examiner: Doctoral thesis, A Oosthuizen, University of Pretoria, January **2018**
- Examiner: Master dissertation, R Murisi, Fort Hare University, January **2017**
- Examiner: Doctoral thesis, E. Heynes, University of Stellenbosch, November **2016**
- Examiner: Doctoral thesis, MH Morallane, University of Pretoria, November **2016**
- Examiner: Master dissertation, M Blignault, Gibbs Business School, November **2016**
- Examiner: Master dissertation, L Dube, Fort Hare University, November **2016**
- Examiner: Master dissertation, R Schreuder, University of Cape Town, March **2016**
- Examiner: Doctoral thesis, M. A. Mamabolo. Gibbs Business School, February **2016**
- Examiner: Master dissertation, N.P. Mbatha. Durban University of Technology, February **2015**.
- Examiner: Master dissertation, Mungal. A. Durban University of Technology, February **2014**.
- Examiner: Master dissertation, Mould. C. University of Cape Town, February **2014**.
- Examiner: Masters dissertation, Mutanda. M. Durban University of Technology, February **2013**.

- Moderator: Honours research essays (treatise) University of Stellenbosch, Department of Business Management **2015, 2016, 2017, 2018**
- Moderator: Several modules in the Department of Business Management, NMMU **2000-2018**.
- Moderator: Postgraduate diploma in Entrepreneurship: Rhodes University **2008-2009**.
- Moderator: Business Management (EBM111) extended program **2007-2009**.
- Moderator: Extended program for Law: Entrepreneurship (EXE111) **2007-2014**.
- Moderator: Business Management UPEAP program **2000 – 2006**.
- Moderator: Business Economics for Education– PE Technikon (November **1997, 1998**).
- Examiner: Azahlia College – Business Management **1997-1998**.
- Examiner: Statistics N5 – **1995, 1996**.

Module development:

- Module-writer and development: Business Management 1st year modules EB101, EB102 – **continuously**.
- Module-writer and development: Entrepreneurship modules EBM106, EBMN400 – **continuously**.
- Module-writer and development: Research Honours module module EBMR400 – **continuously**.
- Development Short Learning Programme “Family business consultant” – NMMU Family Business Unit. November **2010**.
- Develop and present workshop for the ISSC (UPE): Entrepreneurial skills. October **2001**.
- Develop and present workshop for the ISSC (UPE): Business plans. August **2001**.
- Develop workshop: Relationship marketing. June **2001**.
- Develop Business Management EBMA and B work books. Van Eeden, S.M., Bosch, J.K. and Tait, M. Azaliah College. January **1998**.
- Develop Business Management A and B work books. Van Eeden, S.M., Bosch, J.K. and Tait, M. Azaliah College. January **1997**.

Research:

- External evaluator – Proposal defense - A Horne. Department of Education, NMU. 6th June **2018**
- Coordinator research workshop presented by Gary Sharp (1 & 3rd June **2015**; 25th June **2018**)
- Research methodology workshop facilitator and presenter – Unit for Positive Change (15, 22, 29 May **2015**)
- Faculty of Business and Economic Sciences RTI mentoring project coordinator **2014 - 2018**.
- School of Management Sciences Doctoral and Masters Proposal evaluation committee **2014**.
- Coordinator Successful Transgenerational Entrepreneurship Practices (STEP) project (collaboration currently under negotiation) **2013 – 2018**.
- Mentoring of colleagues:
 - Mr P. Tai-Hing and T. Beck (Project in progress) **2014-2018**
 - Mentoring of colleague: Ms S Saunders (Paper presented at SAIMS 2015 conference; Paper presented at IBC 2015 conference).
 - Mentoring of colleagues: Ms L. Bester and Mr L Roodt (Paper published in the Journal of Contemporary Management) **2014**.
 - Mentoring of colleagues: Ms T. Beck and Mr P Tai-Hing (Paper presented at IBC **2015** conference)
 - Mentoring of colleagues: Prof P. Pele and Ms T. Beck (Paper presented at SAIMS **2013** conference; Paper presented at IBC **2015** conference).
 - Mentoring of colleague: Ms H Jansen van Rensburg (Paper presented at ICSB **2013** conference).

- Research Honours module: Questionnaire design, Quantitative analysis and reporting (**2012, 2013, 2014, 2015, 2016, 2017, 2018**).
- Research Summerschool: Quantitative analysis and reporting (March **2013**, November **2013**, March **2014**).
- Facilitator and critical reader - NMMU Faculty of Business and Economic sciences RTI writing workshop, 1 – 5 October **2012**.
- Facilitator and critical reader - NMMU Faculty of Business and Economic sciences RTI writing workshop, 6 – 21 August **2012**.
- Facilitator - NMMU Business School, DBA proposal workshop – 12th August **2011**.
- Facilitator and critical reader - NMMU Faculty of Business and Economic sciences RTI writing workshop, 12-16 July **2010**.
- Guest lecturer – Rhodes University postgraduate research students – The research process: A practical example (12 February **2009**; 4 February **2010**; 9 February **2011**).
- NRF Reviewing:
 - Thuthuka grant application (Khosa) – External – August **2017**
 - Support for Unrated, Rated Research 2018 (CH Boshoff) – External – August **2017**
 - NRF Rating (M Botha) – External – May **2017**
 - NRF Rating (P Brijlal) – External – July **2017**
 - NRF rating (E Venter) Internal – February **2017**
 - Thuthuka grant application (O Matsheke) External – September **2016**
 - Thuthuka grant application (OT Skhosana) External – September **2016**
 - NRF rating (Fatoki) External – May **2015**
 - NRF rating (Makuwira) Internal – February **2015**
 - Thuthuka grant application (NV Moraka) External – August **2014**
 - NRF rating (EM Rankhumise) External – May **2014**
 - NRF rating (C Adendorff) Internal – February **2014**
 - NRF rating (M Tait) Internal – January **2013**
 - NRF rating (W Ladwazi) External – May **2013**
 - NRF rating (SP van der Merwe) External – October **2012**
 - Blue skies project application (C Boshoff) External - January **2013**
- Journal Reviewing (**current**) for:
 - Southern African Journal of Accountability and Auditing Research (SAJAAR)
 - Management Dynamics
 - Acta Commerci
 - The South African Journal of Economics and Management Sciences (SAJEMS)
 - Journal of Family Business Management (JFBM)
 - The South African Journal of Business Management (SAJBM)
 - African Journal of Business Management (AJBM) (Previously)
 - Southern African Business Review
- Conference Reviewing for:
 - European Academy of Management Conference (EURAM) - **2017**
 - Southern African Institute for Management Scientists (SAIMS) **2009 – 2018**
 - International Business Conference (IBC) **2011, 2013, 2014, 2016, 2017, 2018**
 - International Family Enterprise Research Association (**IFERA**) **2013, 2017, 2018**
- Conference track chair:
 - EIASM Family Business Workshop – Zwolle, The Netherlands May **2016**
 - Southern African Institute for Management Scientists (SAIMS) **2009, 2010, 2012, 2013, 2015, 2016**
 - International Business Conference (IBC) **2013, 2016**

- International Family Enterprise Research Association (**IFERA**) **2013**
- Juror - Evaluation panel (represented UPE): Defense of MBA project done in South Africa. Vlerick School of Management – Ghent, Belgium, July **2003**.
- External examiner: MBA Thesis: An evaluation to assist a metropolitan broker division to improve the level of service quality towards contracted brokers. January **2001**. PE Technikon.
- Juror - Evaluation panel (represented UPE): Defense of MBA project done in South Africa. Vlerick School of Management – Ghent, Belgium, July **1999**.

Engagement:

General:

- **2017 – 2018:** Faculty transformation committee
- **2015:** Faculty RTI researcher award task team (August 2015)
- **2014 – 2018:** Faculty of Business and Economic Sciences RTI mentoring project coordinator.
- **2014:** School of Management Sciences Doctoral and Masters Proposal evaluation committee.
- **2010 – 2018:** NMU Family Business Unit managing committee.
- **2014:** Member of the National Small Business Chamber (NSBC)
- **2005 – 2018:** Member of the Southern African Institute of Management Scientists (SAIMS)
- **2011 – 2013:** Southern African Institute of Management Scientists (SAIMS) – Financial assistant to the President of SAIMS.
- **2009:** Southern African Institute of Management Scientists (SAIMS) 2009 conference treasurer and organising committee member.
- **2011 – 2017:** Department of Business Management/Innovation support and technology transfer Business Plan Project Coordinator and Initiator.
- **2009 – 2010:** Innovention/NMMU Business Plan Project Coordinator and Initiator.
- **2002 – 2008:** Old Mutual/NMMU Business Plan Project Coordinator and Initiator.
- **1997 – 2013:** Financial Director (member of CC) – WW Kitchens and Cabinets CC.
- **2006 – 2012:** Start-up and Financial advisor – Wonderland Nursery School.
- **2004 – 2012:** Start-up and Financial advisor – R Farrington Psychology Practice.
- **2003 – 2012:** Start-up and Financial advisor – Cross-Cuts Hairsalon.
- **2005 – 2010:** Start-up and Financial advisor – Aquatic centre.
- **2000 – 2010:** Bookkeeper and Financial advisor – Rene’s Fish/Aquatots PE.
- **2000 – 2005:** Director of the Centre for Applied Business Management.
- **1997 – 2007:** UPE/NMMU Vlerick Business School MBA selection committee.
- **1998 – 2005:** Vlerick Business School/UPE liaison – Organising MBA projects in SA.
- **1997:** Two months in-company project: “Les Voyages Belge” Brussels, Belgium.
- **1989 – 1991:** Marguerites Florist (Part-time) / Bookkeeping and promotions.

Private sector engagement projects:

- Van Eeden, S.M. **2005**. Financial model – Financial plan.
- Boshoff, H.C. and Van Eeden, S.M. **2004**. Bargain Bins feasibility study.
- Boshoff, H.C. and Van Eeden, S.M. **2003**. Walmer Housing Project.
- Van Eeden, S.M. and Viviers, S. **2003**. Equity financing in the Eastern Cape. Project sponsored by East Cape Development Corporation.

- Van Eeden. S.M., Venter, E. and Venter J. **2001**. Listenership survey: Greater Hankey, Willowmore and Uniondale, Radio-Algoa.
- Van Eeden, S.M. **2000**. Business Plan (EduLoan) – Port Elizabeth.
- Van Eeden. S.M., Venter, E. and Venter J. **1999**. Listenership survey: Radio-Algoa.
- Boshoff, H.C. and Van Eeden, S.M. **1998**. Management Options for Seaside Resorts. IDPR.
- Van Eeden. S.M., Venter, E. and Venter J. **1998**. The Port Elizabeth and Uitenhage Socio-Economic Monitor: A survey conducted. IDPR.

Business plan supervision:

- **2017:** Lotus Living farm, By students for students (second-hand goods), Rustic Kitchen.
- **2016:** The Gasper, Tiger Transport, Universal Care, University Hair.
- **2015:** Q-Bell (NMMU Innovation and Technology transfer).
- **2015:** Q Park (NMMU Innovation and Technology transfer).
- **2014:** Twerly (Pty) Ltd. (NMMU Innovation and Technology transfer).
- **2013:** Kelly Esterhyse Designs (NMMU fashion and textile incubator).
- **2012:** Mooi-Mooi Clothing (NMMU fashion and textile incubator).
- **2011:** MaXhosa by Laduma (NMMU fashion and textile incubator).
- **2010:** Innoventon project: Algae project (Zalgen).
- **2009:** Innoventon projects: Fragrance stick; Mosquitoes nets; Hair extensions; Flameless vaporizer.
- **2003-2008:** Cash Converters; Southern Cape Golf Tours; Damien's Electronics; B and D Packers; The Drawing Office; ABC Driving School; L Trendz; Perfect Party; R. Farrington Psychology practice; Shelley's Bread; Music Gifts; Pisces Studio; Express Liquors CC; RJ Innovations; Conference and training solutions; Parlamento restaurant.

AWARDS/RECOGNITIONS

2013 - 2018: National research foundation (NRF) rating - C3 (valid for 6 years).

2013 - 2018: National research foundation (NRF) incentive grant.

2016: Faculty of Business and Economic Sciences: **Runner up Faculty researcher of the year** (2015 outputs).

2016: Lillah, R., Farrington, S.M. and Hlongwana, N. 2016. *The influence of ethical leadership on job satisfaction: The case of healthcare practitioners*. The 10th International Business Conference (IBC), Langebaan, South Africa, 25th – 28th September. **(Won the PAPER AWARD)**

2016: Venter, E. and Farrington, S.M. 2016. *The multidimensional nature of family business performance outcomes: Evidence from a South African family business*. The 10th International Business Conference (IBC), Langebaan, South Africa, 25th – 28th September. **(Second runner up BEST PAPER AWARD)**

2016: Farrington, S.M. and Jappie, A-G. 2016. *The field of Family Business Research in South Africa. The Who, What and How?* 28th Annual Conference of the Southern Institute for Management Scientists, School of Management Studies, University of Pretoria, Pretoria, 4th – 7th September. **(Won The Best Overview of Extant Literature)**

- 2013 - 2014:** Nelson Mandela Metropolitan University themes grant.
- 2015:** Farrington, S. M. and Saunders, S. 2015. *The influence of authentic leadership on the financial performance of SMEs*. The 9th International Business Conference (IBC), Victoria Falls, Zambia, 20th – 23rd September. **(First runner up BEST PAPER AWARD)**
- 2014:** Goliath, J.E., Farrington, S.M. and Saunders, S.B. 2014. *Using word associations to assess small business owner perceptions of an entrepreneur*. The 8th International Business Conference (IBC), Swakopmund, Namibia, 19-21 August. **(First runner up BEST PAPER AWARD)**
- 2014:** Venter, E. Farrington, S., Scheepers, J. and De Lange J. 2014. *The relationship between goal achievement and the job satisfaction of small and medium-sized business owner-managers*. 26th Annual Conference of the Southern Institute for Management Scientists, Department of Business Management, University of Johannesburg, Riverside Sun Resort, Vanderbijlpark, 14-17 September. **(Won the BEST PAPER AWARD)**
- 2013:** Nelson Mandela Metropolitan University - **Research excellence award** (Runner up to NMMU overall researcher of the year).
- 2013:** Faculty of Business and Economic Sciences: **Faculty researcher of the year** (2012 outputs).
- 2013:** Farrington, S. M., Venter, E., Mataboee, M. and Sharp. G. 2013. *Investigating the influence of selected rewards on the job satisfaction and organizational commitment levels of non-family employees working in family businesses*. The 7th International Business Conference (IBC), Le-Meridien Barbarons, Mahē, Seychelles, 2-5 September. **(Second runner up BEST PAPER AWARD)**
- 2013:** Van der Merwe, Farrington, S.M. and Venter, E. 2013. *The influence of family relationships on the future continuity of family businesses*. The 7th International Business Conference (IBC), Le-Meridien Barbarons, Mahē, Seychelles, 2-5 September. **(First runner up BEST PAPER AWARD)**
- 2013:** Venter, E. and Farrington, S.M. 2013. *Selected relational-based factors influencing the satisfaction and commitment levels of non-family employees in family businesses*. 25th Annual Conference of the Southern Institute for Management Scientists, School of Business Management, North-West University, Potchefstroom, 15-17 September. **(Nominated for BEST PAPER AWARD)**
- 2013:** Goliath, J.E., Farrington, S.M. and Saunders, S.B. 2013. *Establishing student perceptions of an entrepreneur using word associations*. 25th Annual Conference of the Southern Institute for Management Scientists, School of Business Management, North-West University, Potchefstroom, 15-17 September. **(Nominated for BEST PAPER AWARD)**
- 2012:** Faculty of Business and Economic Sciences: **Faculty researcher of the year** (2011 outputs).
- 2012:** Van der Merwe, Venter, E S. and Farrington, S.M. 2012. *Relation-based factors influencing the perceived success of intergenerational family businesses*. The 24th Annual Conference of the Southern African Institute for Management Sciences, University of Stellenbosch, 9-11 September. **(Won the BEST PAPER AWARD)**
- 2011:** Venter, E., Farrington, S.M., Master, I.A. and van Helvert, J. 2011. *Selected relational-based factors that impact on the successful functioning of copreneurial businesses: A comparison between the Netherlands and South Africa*. The 11th Annual IFERA Family business conference, Palermo Sicily, 28 June – 1 July 2011. **(Won BEST PAPER AWARD)**

- 2010:** Farrington, S. M., Venter, E. and Boshoff, H.C. 2010. *An investigation into the team input factors influencing the success of family businesses*. The 22th Annual Conference of the Southern African Institute for Management Sciences, Rhodes University, Mpekweni Beach Resort, 12-15 September. **(Won the BEST PAPER AWARD)**
- 2010:** Faculty of Business and Economic Sciences – Runner up: Emerging researcher of the year (2009 outputs).
- 2009:** Farrington, S. M., Venter, E., Eybers, C, and Boshoff, H.C. 2009. *Copreneurial business in South Africa: Factors influencing success*. The 21th Annual Conference of the Southern African Institute for Management Sciences, Nelson Mandela Metropolitan university, Port Elizabeth, 13-16 September. **(Won the BEST PAPER AWARD)**
- 2009:** Venter, E. and Farrington, S.M. 2009. *Selected relational-based factors that impact on the successful functioning of copreneurial businesses: A proposed conceptual model*. The 9th Annual IFERA World Family Business Conference, Cyprus, 24-27 June. **(Nominated for BEST PAPER AWARD)**
- 2006 - 2010:** National research foundation (NRF) Thutuka Grant holder.
- 2005:** Request by the NMMU RTI committee to use doctoral proposal as an example to be given to other doctoral students (see RTI minutes 2005).
- 2005:** **Paper selected as “Top 10 most references articles online” by JTTM for the year 2005**
Van Eeden, S.M., Shrage, C, and Shoham, A. 2004. *Student Travel Preferences: A Cross-National Study*. Journal of Travel and Tourism Marketing, 17(4).
- 2004:** Faculty of Economic Sciences - Top ten-researcher award.
- 2003:** Faculty of Economic Sciences - Top ten-researcher award.
- 2003:** One of UPE’s most promising new researchers award.
- 2002:** Faculty of Economic Sciences - Top ten-researcher award.
- 2001:** Van Eeden, S.M. and Viviers, S. *Identifying Small business problems in the South African context for proactive entrepreneurial education*. IntEnt2001 conference, Kruger National Park, South Africa, 1-4 July. **(2nd ranked best ACADEMIC PAPER AWARD)**
- 1999:** **Selected to represent Rotary International** on GSE (Group Study Exchange Program) in Virginia, USA – 1999.
- 1996/1997:** Awarded a Scholarship to study an MBA at the Vlerick Leuven School of Management in Ghent, Belgium.
- 1987 - 1989:** Academic Merit Awards awarded for academic achievement during the period 1987 to 1989 from the University of Port Elizabeth.
- 1989:** Award – Best practical Teaching Student (University of Port Elizabeth).
- 1988:** Dean’s List Certificate for Accounting.

EXTRACURRICULAR ACTIVITIES

1 CURRENT EXTRACURRICULAR ACTIVITIES

- Mother of 2 (born 2011 and 2013)
- Cycling (Completed the Cape Argus for the 9th time in March 2009)
- Fly-fishing

2 ACHIEVEMENTS

- Represented Eastern Province Squash: Junior Masters: 2001-2005

REFERENCES

1 INTERNAL REFERENCES

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Institution: Department of Business Management, Nelson Mandela University
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2 EXTERNAL REFERENCES

Name: **Professor Christo Boshoff**
Institution: Head of Department of Business Management, Stellenbosch University
Telephone: 021-808 2735
Email: cboshoff@sun.ac.za

Name: **Professor Lynette Louw**

Institution: Raymond Ackerman Chair in Management: Management Department; Deputy Dean:
Faculty of Commerce, Rhodes University, Grahamstown

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Name: **Professor Stephan van der Merwe**

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